



Goal and Objectives Statement for the Collaborative Reform Initiative for Technical Assistance with the St. Anthony Police Department

Goal

The goal of the Collaborative Reform Initiative for Technical Assistance with the St. Anthony Police Department (SAPD) is to assess, monitor, and assist the SAPD, in concert with the community, in the implementation and sustainment of reforms that improve community-oriented policing practices, transparency, professionalism, accountability, and public trust, taking into account national standards, promising practices, current and emerging research, and community expectations.

Objectives

1. Assess the SAPD's policies, practices, procedures, and training as they relate to initiating and conducting vehicle and pedestrian stops to determine adherence with national standards and promising practices. The assessment will
 - a. review current training content, methodologies, and delivery used to instruct officers regarding how to conduct vehicle and pedestrian stops with a focus on the degree to which constitutional policing and bias-free practices are included in the training;
 - b. analyze patterns and trends in vehicle and pedestrian stops, searches, citations, and arrests with a focus on analyzing variables that include the locations of the incidents, the reasons for the stops or arrests, and the demographics of the subjects and officers involved.
2. Assess community-oriented policing practices throughout the SAPD to determine adherence with national standards and promising practices. The assessment will
 - a. examine the SAPD's training, policies, practices, and procedures related to the implementation of community policing and procedural justice practices throughout the department, with a focus on examining the degree to which department members
 - i. work with community members to address community problems that affect public safety;
 - ii. adhere to the concepts of procedural justice both externally and internally;
 - iii. exhibit cultural competencies to facilitate positive interactions and implement fair and impartial policing practices with members of St. Anthony Village, Falcon Heights, and Lauderdale;
 - b. assess the degree to which SAPD command staff and supervisors play an active and positive role in leading and guiding the department's community policing efforts;
 - c. determine the extent to which community policing has been adopted as a guiding principle or philosophy of the department.
3. Analyze the SAPD's policies, practices, and procedures addressing recruitment, hiring, and promotional practices to evaluate the department's efforts to create a diverse workforce and its adherence with national standards and promising practices. The assessment will

- a. examine recruitment practices, including the extent of community outreach to St. Anthony Village, Falcon Heights, Lauderdale, and surrounding areas;
 - b. review the degree to which residents of St. Anthony Village, Falcon Heights, and Lauderdale are included in any hiring or promotional interviews;
 - c. evaluate recruitment, hiring, and promotional practices and procedures for efforts to ensure fair and transparent outcomes.
4. Assess the degree to which SAPD command staff and supervisors hold the department and its members accountable to the cities of St. Anthony Village, Falcon Heights, and Lauderdale and adhere to national standards and promising practices. The assessment will
- a. review the agreements and protocols related to providing policing services to the cities of Falcon Heights and Lauderdale to assess the SAPD's efforts to ensure accountability to members of those communities;
 - b. assess the training, policies, practices, and procedures related to receiving, processing, and investigating internal and external complaints and use of force incidents as well as the methods used to discipline SAPD officers involved in misconduct;
 - c. assess the SAPD's training, policies, practices, and procedures to ensure that department members' performance is being appropriately evaluated and members are encouraged to engage in fair and impartial policing practices, community policing, and procedural justice;
 - d. assess the SAPD's training, policies, practices, and procedures to ensure that department activities such as arrest and traffic stop data are appropriately transparent to the community.